

2070.5
L69a
CALIFORNIA
STATE
PUBLISHED MONTHLY.

FEBRUARY, 1920.

The Library Assistant

THE OFFICIAL JOURNAL OF
THE LIBRARY ASSISTANTS' ASSOCIATION.

VOL. XV.

EDITED BY HENRY A. SHARP.
(Central Library, Town Hall, Croydon).

No. 2.

BOOKS IN CHIVERS' BINDINGS

We will supply books so bound that they will stand the utmost wear and give the longest possible service.

■ ■ ■

Our binding is especially recommended for Standard Replacements, Heavy Reference Volumes, and books in constant use.

■ ■ ■

As Bookbinders and Booksellers we supply new books especially bound in permanent bindings. Such books will give many times the service of books purchased in publishers' covers.

■ ■ ■

Send for our New Catalogue of some 8,000 Works of Fiction. Priced, ready-bound in Chivers' Duro-Flexile Binding.

CEDRIC CHIVERS, Ltd.,

Public Library Bookbinders,
PORTWAY, BATH.

Library Bookbinding.

B. RILEY & CO., Ltd.,
Library Binders and Specialists,

SUPPLY TO PUBLIC LIBRARIES

THE BEST VALUE OBTAINABLE IN LIBRARY BINDING

New Books and Re-placements supplied, bound direct from the Publisher's Sheets, in Pigskin, Pegamoid, or Washable Cloth. 33½ per cent. allowed off Published Price of New Books.

Our flexible Pigskin Binding is in use in upwards of 100 Public Libraries in the Country.

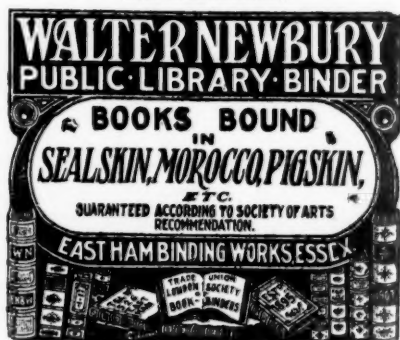
New Catalogue of Standard Fiction. Price Lists for Re-binding and Samples to be had free on application to

B. RILEY & CO., Ltd., Bookbinders,
FOX STREET, HUDDERSFIELD.

London Office : 376, Strand, W.C.

East Ham Bookbinding Works,

(Pro.: M. A. NEWBURY),



Plashet Lane and Elizabeth Road, East Ham, Essex.

The Library Assistant:

The Official Journal of the Library Assistants' Association.

No. 260.

FEBRUARY, 1920.

Published Monthly

ANNOUNCEMENT.

The Fifth Meeting of the present Session will be held at the **Chelsea Public Library**, Manresa Road, S.W., on Wednesday, **11th February**, at **7.30 p.m.**, when Mr. A. E. Cummins, of the Chemical Society's Library, will open a discussion on "**The Position of the Junior Assistant in the Library Service.**" The Borough Librarian of Chelsea, Mr. J. Henry Quinn, will take the Chair.

It is hoped that the attendance on this occasion will be better than it has been at the recent monthly meetings: the Chelsea Library is one of the most interesting in London, and includes several unique features. The Local Collection is an extremely valuable one, and a large number of framed prints are on view; there is a special children's room of a novel character, and an instructive collection of general illustrations suitably mounted and classified. There is no need to dwell upon the interest of the subject selected for discussion: it is one with which everyone is concerned, and in these days of promised development it will be helpful to get the matter into a right perspective. Mr. Cummins holds strong opinions, and may be expected to present them in a vigorous manner. The Meeting will afford a good opportunity for the junior assistant to state his, or her, views, and it is important that none should hesitate to put them forward, as few things are more stimulating than a "live" debate. Nearest Stations on the District Railway are Sloane Square and South Kensington; buses No. 11, 19, and 22 to Chelsea Town Hall.

Salaries.—For some time past the Council of the L.A.A. has had under consideration the desirability of formulating a revised scale of salaries for library assistants, and last month every library authority in the country was circularised as follows:—

DEAR SIR,

8th Jan., 1920.

In consequence of the new Public Libraries Act, whereby the limitation hitherto imposed upon Public Library expenditure has been abolished, the Council of this Association has instructed us to re-issue the following resolution which was submitted to all Library Authorities last May:—

Resolved unanimously

THAT the Council of the Library Assistants' Association be instructed to circularise Library Authorities asking that, when revising their scheme of remuneration, Library Assistants should receive at least equal financial consideration as given to other Municipal Officers in the Council's employ.

We shall, therefore, be glad if you will kindly commend the matter to your Council or Committee, as the case may be, at the first suitable opportunity.

We are, Dear Sir,

Yours faithfully,

R. F. BULLEN, President.

WM. B. THORNE, Hon. Secretary.

Replies are still being received, and as far as one is able to judge, the matter is likely to receive sympathetic consideration in very many library districts. At the January meeting of the Council, the question of a "scale" was further considered, and it was agreed that the interests of everyone concerned would be best served by recommending the adoption of the scheme drawn up and approved by the National Executive Council of the National Association of Local Government Officers. In taking this course, the Council is following out the policy suggested in the above resolution. We have always held that a public library assistant is primarily a municipal officer, and should, therefore receive not less financial consideration than his colleague in any other department of the service. In very many districts this principle has been conceded as far as war bonuses are concerned, and in some towns the ordinary rates of remuneration have been placed upon the same basis. Hitherto, however, many authorities have pleaded the penny rate, but with the removal of this obstacle, there is no longer any excuse for withholding what is justly our due. The scale recommended by the N.A.L.G.O. is as follows, and members are advised to make known this decision of the L.A.A. Council. Particular attention is drawn to the fact that the scheme is "*to be applicable to the service as a whole, and regarded as a minimum.*"

SCHEME FOR GRADING SALARIES FOR ADMINISTRATIVE AND CLERICAL STAFFS.

Approved by the National Executive Council, 6th December, 1919.

The N.A.L.G.O. Grading Scheme for the Clerical and Administrative Staff to be applicable to the Service as a whole, and regarded as a minimum. The grading to be carried out in four grades, including the Junior Scale, and termed Grades A. B. C. D. The scheme does not comprise provision for Chief Officers, Deputies and Principal Clerks with supervisory duties.

(Juniors).

Grade A.	At 16 years of age	...	...	...	...	£70
	17	"	...	...	...	£80
	18	"	...	...	...	£90
	19	"	...	...	...	£100
	20	"	...	...	...	£120

(Seniors).

Grade B. £160 to £260 by not less than £10 p. a.

Grade C. £275 to £350 by not less than £15 p. a.

Grade D. £375 to £450 by not less than £25 p. a.

Every officer to be assured of automatic progress subject to satisfactory service to the maximum of Grade B at 31 years of age.

No officer to be placed in a worse position than he holds at present by the application of the scheme. The scheme to apply to females up to 31 years of age.

A Correspondence College.—On Saturday, the 17th ult., a conference was held at Caxton Hall, under the auspices of the N.A.L.G.O., to consider the establishment of a Correspondence College to coach students for the existing examinations in every branch of municipal administration, including, of course, librarianship. The profession was represented at the conference by Capt. Kyte (secretary of the Library Association), Mr. W. C. Berwick Sayers, and the Honorary Editor of *The Library Assistant*. If, as there appears to be little doubt, the scheme comes into operation, the correspondence classes hitherto conducted by the Library Association will be taken over by the College. The primary object is to raise the status of the municipal service to the level of the civil service, and local authorities will be urged not to take into their service any persons under the age of sixteen, and then only if they have matriculated, or hold one or other of the recognized educational certificates. We hope to report further progress in our next issue. We are asked, by the way, to announce that Mr. Sayers is no longer Honorary Secretary of the Education Committee of the Library Association. All the honorary secretaryships of the committees were abolished when the permanent Secretary of the Association was appointed; and members desiring to communicate on educational or other matters should address their letters to Capt. E. C. Kyte, Library Association, Caxton Hall, Westminster, London, S.W. 1.

PUBLIC LIBRARY SALARIES.*

By a SUB-LIBRARIAN.

All over the country the question of salaries is occupying the minds of public library committees, if one may judge by the numbers of requests for information that are being sent out by librarians. But why they are sent to other libraries, many of which are in the same, if not a worse, position as the senders themselves, passes the writer's comprehension. Many authorities have hardly had time to realise that their financial position has been materially improved, and that their salary schemes, miserably inadequate before, are now hopelessly insufficient.

* The Council of the L.A.A. is not necessarily in agreement with the views expressed in articles published in *The Library Assistant*.

Would it not be far better to follow the example of the Kensington Libraries Committee and endeavour to get the libraries staff placed upon the same level as regards remuneration as other administrative departments of the same corporation? Let us have an end to these attempts to pander to the niggardliness of library committees by basing revised salary schemes on the sweated rates appertaining to other libraries. There are some folk, and I am of that number, who believe that the work of a librarian, in which term is included assistants, calls for at least as much mental exercise as the routine work of the average corporation clerk. And yet we find that grade for grade the Town Hall staffs are better off to the extent sometimes of over £100 per annum as compared with those of equal rank on the library staff. In numberless cases it will be found that quite junior positions on the former are held by persons enjoying larger salaries than that paid to the sub-librarian of a fairly large library system under the same municipality. This is so in at least one instance, where there are young ladies in a certain department, appointed during the war, doing elementary clerical work for a salary, exclusive of war bonus, which is actually £6 more per annum than the deputy's in the public library maintained by the same authority. Needless to say the chief clerks, and those graded as senior and second class clerks, are infinitely better off than this unfortunate assistant librarian. No one for a moment wishes that for equality's sake these amounts should be reduced; the reverse is what is desired. The caretaker of another library in actual cash is paid just £8 more per annum than the sub-librarian, under whose direction he has to work, and in addition has his house, fuel, light and uniform. "Comparisons are odious, Mr. Librarian," said the Chairman when the Librarian compared his salary with that of the Chief Inspector of Nuisances. "In this case, Mr. Chairman," interjected a committee member, "they are odorous." Odious or odorous, who can help making these comparisons?

It may be laid down as an axiom that a general improvement in the pay of assistants will be automatically reflected in the pay of the chief librarian. It would be pleasant to think that an improvement in his salary would be followed by a corresponding rise in the salaries of the staff. It has often been said that a chief officer is both capable and qualified to look after himself, and facts prove this assertion. I aver with pleasure, however, that all chiefs do not come within this category. One hears of librarians with salaries of £370 and £400 while their seconds in command do not obtain more than £160 all told. Not a shilling too much, these librarians would say, and I agree. No blame is

attached to any man for getting as big a salary as he can, especially in times such as these, but surely some of the silvery eloquence which has served them in such good stead might be dedicated to those who have not the same opportunities of influencing or impressing the committee.

Years ago, a worse case than the above came to my notice. A branch of the Library Assistants' Association was being formed and the rate of subscription and grading of members was under discussion—Members, those earning £55 per annum and over; Associates, those with less than £55. A sub-librarian unburdened himself of his troubles. After many years' service he was getting a salary so small that if he paid his subscription according to rule, he would be graded as an *Associate*. The principle that used to be dangled before our young eyes, that a sub-librarian should get half of what his chief got was not applied in this instance, nor does it seem to hold good in the others. In any case it is an unsound principle. If a librarian's salary were £1,000 a year, his deputy might be content with £500, but where a chief officer's salary is anything from £250 to £600, no ambitious sub-librarian worth his salt would be content with having his services valued at only half these amounts.

A point which is sure to arise very soon is the proposed consolidation of salary and war bonus. In some places the matter has already been dealt with. It would almost seem as if there were an indecent haste to settle the matter lest a fresh award for civil servants should come along. And more unlikely things than that may happen! Quite recently, an authority advertised an important position in a well-known library at an inclusive salary of £200 rising in five years to £250. If we assume that the cost of living has gone up 130 per cent. above 1914, a low estimate, the minimum and maximum for this appointment roughly represent pre-war figures of £87 and £109 respectively. No thinking man believes that the cost of living will decline appreciably for many years. The automatic increase in rental will more than make up for any decline in other values, if indeed there is to be any decline, for present high wages in the factories are bound to keep up the price of goods.

Another public library recently set a fashion which it is hoped will be copied elsewhere. It advertised for junior assistants under 21, and offered for the positions salaries which, with war bonus, approximated £150 per annum. When such an exceptional figure is named for junior posts, those holding senior assistantships are justified in expecting that their salaries shall be proportionately good, having regard to the more important nature of their work.

There is in this problem of remuneration much room for missionary work, not only on the part of the Library Assistants' Association as a body, but also on the part of the individual member. This missionary work, like charity, begins at home. The aim must be first to conduct a campaign in favour of raising the salaries in the libraries department to the level that operates in other departments of the same authority. The scheme of the National Association of Local Government Officers, as outlined by its Secretary some months ago at a meeting of the L.A.A., for a general all round percentage increase is not good enough. We should relatively be in a worse position, and existing inequalities, far from being removed, would be enlarged, for such percentage would necessarily be based upon existing meagre rates of pay.

PROCEEDINGS.

YORKSHIRE BRANCH.

ANNUAL REPORT, 1919.

Your Committee have pleasure in submitting their Annual Report for your approval, feeling confident that the activities and progress of the Branch during the past year have been commensurate with their labours, and the discharge of their responsibilities.

MEETINGS.

Perhaps the outstanding feature of the past year has been the establishment of a School of Librarianship, and our meeting at Halifax in September, had special reference to the inauguration of this school. Mr. W. C. Berwick Sayers (Chief Librarian, Croydon) and Mr. L. Stanley Jast (Deputy Chief Librarian, Manchester) attended in the unavoidable absence of Dr. E. A. Baker, Director of the School, and both gentlemen gave very able addresses on the aims and scope of the New School. Great concern was expressed by several members as to the possible award of Diplomas and Certificates both by the Library Association and by University College, London; and a Resolution was passed, which, along with similar ones from the parent body and the different Branches, has been instrumental in influencing the Council of the Library Association to pass the following resolution:—

"That the L.A. Representatives on the Joint Committee of the School of Librarianship be instructed to oppose proposals for an alternative Diploma, and to arrange for the recognition of the L.A. Examinations and Diploma."

Other meetings were held at Bradford, on April 2nd; at Huddersfield in May, a summer meeting taking the form of a ramble to Ilkley, and again at Bradford on November 19th. Your Committee desire to place on record their appreciation of the efforts of all who contributed to the success of those meetings, and particularly of Messrs. Goulden and Boardman (Huddersfield), Mr. Osborne (Sheffield), Mr. Proctor (Leeds), and Mr. Robertshaw (Bradford), for their thoughtful and stimulating papers.

MEMBERSHIP.

To use a military phrase, "The return of strength" is very satisfactory; and while the total membership is by no means a record, recruits are still "joining up." This is distinctly encouraging, and were it not that travelling restrictions and expenses limit the field of our labours for the time being, we feel sure that a record membership would be easily established. During the past year 16 new members and associates have been admitted, and only 4 have been lost though resignations, thus leaving our total membership at 76, being a net increase of 12 on the previous year. At this juncture it may be interesting, yet sad, to record the effects of the War on our membership. Of the male members eligible for Military Service, 26 joined H.M. Forces, and, with two exceptions, all have returned safely, and are now actively engaged in their professional duties. David L. Strachan (Leeds), and P. C. Hall (Hull), made the great sacrifice, and their memories will ever be cherished by all those to whom they endeared themselves by their charming personalities. The Branch is the poorer for the loss of two honoured members.

Of those who stayed at home it may be justifiably said "they did their bit"; and this, the first post-war Report, would not be complete without some appreciation of the admirable way in which various members piloted the Branch through those trying years of the War. The Misses Hummerston and Rhodes, and Messrs. Strother, Ineson, and Handby, all deserve your commendation for the loyal discharge of the manifold duties they undertook while so many of the Officers and Committee were in the Navy or Army.

PERSONALIA.

In addition to losses caused by the War, the personnel of the Branch has been subject to one or two changes. Mr. J. C. Handby (Bradford), has left the Public Library service for a post as Librarian to the *Yorkshire Observer*; and he compulsorily vacated the office of Vice-President. Mr. J. A. Butterfield (Bradford), was elected to fill the vacancy, and he, along with Mr. N. Treiving (Leeds), retains office for the current year. Mr. F. J. Taylor (Barnsley), also left the profession, and the Branch thus lost another keen and enthusiastic Committee-man.

FINANCIAL STATEMENT.

The Hon. Treasurer will submit his Financial Statement to your notice, a statement which we feel certain merits your approval. Briefly, it shows our income has exceeded our expenditure by £6 18s. 0d., the income being £19 6s. 11d., and the expenditure £12 8s. 11d.

These, ladies and gentlemen, are the more salient features of the past year's work; and this outline of them is presented for your consideration as a brief indication of the ways in which your Officers and Committee have endeavoured to discharge their duties.

(Signed) GEO. W. STROTHER,
President.
ROBT. W. PARSONS,
Hon. Secretary.

NORTH EASTERN BRANCH.

The second meeting of the session was held at the Central Public Library, Newcastle-upon-Tyne, on Wednesday, December 3rd. The Chairman, Mr. E. Pearson, F.L.A., presided. The attendance was good, though it was regrettable that only four libraries out of seven in the district were represented.

The proceedings were opened by an address from the Chairman. He surveyed the field of library activities, and the future prospect of our calling, as they appeared to him after an absence of nearly five years. He was hopeful, and ventured to say that "in some ways the immediate outlook is more promising." He thought there were signs that "libraries generally are more favourably regarded by the public and by the authorities." It was refreshing to find on his return that libraries were looming prominently in the schemes of reconstruction. He urged assistants to give careful consideration to the altered conditions likely to arise from the establishment of the Library School, and he warned them to be awake to the possibilities opened up by the establishment of commercial and technical libraries. Extra qualifications would be needed for this extended work, and assistants should realise this and prepare. A hearty vote of thanks was passed to Mr. Pearson for his address.

The meeting then discussed and passed unanimously the following resolution: "That this N.E. Branch of the Library Assistants' Association, in reviewing the establishment of the School of Librarianship and the possibility that certificates and a diploma may be granted in connection therewith, feels with grave apprehension that the value of the certificates and diploma hitherto issued by the Library Association may be affected thereby; and begs the Library Association to consider the conditions that would arise from the existence of alternative certificates and diplomas, to the end that provincial and other library workers may be assured that the value of those granted by the Library Association will not be diminished."

This further resolution was then submitted and passed: "That this N.E. Branch of the Library Assistants' Association resolves that the L.A.A. should be asked to use its influence to make it known to library committees that the Association considers it unfair to insert in advertisements for applicants for vacant positions words to the effect that preference will be given to service men."

For the latter part of the evening the meeting became an open "parliament" for the general discussion of questions. Several matters were well debated, and the innovation seemed to find favour. Some new speakers were discovered; and if it succeeds in giving confidence and practice to the willing but diffident, the experiment will have succeeded, and should become a regular feature at our meetings.

APPOINTMENTS.

*DUNCAN GRAY (Deptford) to be librarian, Warwickshire Rural Library Scheme. Selected candidates: †W. E. OWEN (Leamington), MISS PIERCE (Kettering), *E. J. REES (Cardiff), and *J. E. WALKER (Tottenham). Mr. Owen withdrew.

S. J. HOWARTH (Rawtenstall) to be senior assistant, Tottenham. Selected candidates: F. P. SINCLAIR (Newcastle) and *A. E. SLEIGHT (Hull).

*T. MUSKETT (Gainsborough) and Mr. RICHARDS (Bournemouth) to be junior assistants, Bethnal Green.

*F. E. SANDRY (West Ham) to be librarian-in-charge, Central Lending Library, Croydon. Selected candidates: *HARRY CROSS (Coventry) and *A. H. GILLGRASS (Hull).

* Member, L.A.A.

† Fellow, L.A.A.

NEW MEMBERS.

Messrs. PIGGOTT and COOK (Edmonton); Frank T. GLADWELL (Battersea); F. P. SINCLAIR (Newcastle-upon-Tyne).

DUSTLESS and HYGIENIC LIBRARIES.

USE

FLORIGENE

(A Regd. Name
suggested by
Floor—Hygiene).

On all Library, Museum, &c., Floors and Linoleums of every description.

IT IS IMPORTANT TO NOTE THAT

One Application of "Florigene" effectively allays the dust and dirt for 9 to 12 months, according to the traffic, not only during each sweeping (without sprinkling of any kind), but also throughout all the intervening periods—which is even of greater hygienic importance.

"Florigene" is easily applied and saves time and labour.

These sanitary, labour-saving and economic benefits are not attained by sweeping-powders or any other method.

Send for particulars and Medical Reports to the Sole Manufacturers—

THE "DUST-ALLAYER" CO.,

NEW ADDRESS:—4, VERNAN PLACE, London, W.C.

(Between Southampton Row and Bloomsbury Square).

Contractors to Admiralty, War Office, H.M. Office of Works,
Colonial Governments, L.C.C., etc.

The Bedford Binding.

OUR BINDING for Public Libraries is acknowledged to be
the best.

OUR METHOD is NOT one of uniformity of treatment.

OUR PROCESS for strengthening the broken folds of sections
is the latest and improved style without over-
sewing.

OUR WORK AND MATERIALS are essentially
the best.

THE BEDFORD BINDERY,

19, CRAWFORD PLACE, EDGWARE ROAD
LONDON, W.

BOOKS

For STUDY & RECREATION
Including—
LITERARY, EDUCATIONAL
SCIENTIFIC, TECHNICAL
and all other subjects.

Over 1,000,000 volumes in Stock. SECOND HAND at HALF PRICES. New at
Discount Prices. Catalogue No. 913 Free. State Wants.

Library Replacements a Speciality. We devote a Special Department for Fiction and
have thousands of Volumes in strictly classified order. Send us your List. Special
Terms to Libraries. Books sent on approval. BOOKS BOUGHT.

W. & G. FOYLE, 121 - 123, Charing Cross Road

Telegrams: "Foylibra," London

London W.C.



The London Literary Lounge.

The Bookshop that appeals to Booklovers.

The stock comprises all the latest works on **SCIENCE, TECHNOLOGY, CHEMISTRY, HISTORY and BIOGRAPHY, SPORTS and TRAVEL, POETRY and DRAMA, ARTS and CRAFTS**, besides new fiction and juvenile books.

You are invited to call and inspect the large variety of volumes on the shelves of the Lounge, and need feel no obligation to purchase in so doing.

Important to Librarians.

A large stock of **REMAINDERS AT GREATLY REDUCED PRICES**, amongst them many important works of Travel, Sport, Natural History, Biography, etc. A Catalogue of these will be sent on application.

TRUSLOVE & HANSON, 14a, Clifford St., W. 1
LTD. (One door from Bond Street), LONDON.

To Librarians and Assistants in Charge.

Please send us your Lists of Wants.

We hold one of the largest stocks in the kingdom of Second-hand **FICTION** and **JUVENILES** (15,000 different titles), and in making our reports we give full particulars of the edition and condition of every book offered.

OUR SPECIALITY—

"Out of print" Books at Reasonable Prices.

PRESTON & Co., Public Library Booksellers,
77, CLAPHAM PARK ROAD, LONDON, S.W
'Phone No.: Brixton 1442.